



**GLADSTONE CITY COUNCIL WORK SESSION AGENDA  
CIVIC CENTER COUNCIL CHAMBERS  
November 28, 2023 - 5:30 PM**

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**5:30 p.m.**  
CALL TO ORDER  
ROLL CALL  
FLAG SALUTE

The City of Gladstone is abiding by guidelines set forth in House Bill 2560, which requires the governing body of the public body, to extent reasonably possible, to make all meetings accessible remotely through technological means and provide opportunity for members of general public to remotely submit oral and written testimony during meetings to extent in-person oral and written testimony is allowed. Therefore, this meeting will be open to the public both in person and virtually using the Zoom platform.

Please click the link below to join the webinar:

[https://us06web.zoom.us/j/84439182955?pwd=MlaWmdKwTXYyBe2Zrxeg\\_c4v6MNtqw.96DeYQnjJMPSbl2g](https://us06web.zoom.us/j/84439182955?pwd=MlaWmdKwTXYyBe2Zrxeg_c4v6MNtqw.96DeYQnjJMPSbl2g)

Passcode: 862647

Or One tap mobile :

+17207072699,,84439182955#,,,,\*862647# US (Denver); +12532050468,,84439182955#,,,,\*862647# US

Or Telephone:

Dial(for higher quality, dial a number based on your current location):

+1 720 707 2699 US (Denver); +1 253 205 0468 US

Webinar ID: 844 3918 2955

Passcode: 862647

The public is welcome to attend the Work Session in person, or on-line however, no public comment will be allowed.

**WORK SESSION**

- 1. TREE CITY USA PROGRAM** – Brittany Oxford, Oregon Department of Fish & Wildlife (ODFW)  
Brittany Oxford, Oregon Department of Fish & Wildlife (ODFW) will provide an overview of the Tree City USA Program.
- 2. NEXT STEPS FOR GLADSTONE YOUTH COUNCIL**  
The City Council will discuss what the next steps are for formation of a Gladstone Youth Council.
- 3. DIVERSITY, EQUITY AND INCLUSION - CITY COUNCIL GOAL**  
The City Council will have a discussion on Diversity, Equity and Inclusion.

**ADJOURN**

**Upcoming Meeting Dates:**

- November 30, 2023 – Joint City Council / Gladstone School Board Meeting - 5:30 p.m.
- December 12, 2023 – Regular City Council Meeting – 6:30 p.m.

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**MEETING ACCESSIBILITY SERVICES AND AMERICANS WITH DISABILITIES ACT (ADA) NOTICE**

The Civic Center is ADA accessible. Hearing devices may be requested from the City Recorder at least 48 hours prior to the meeting. Individuals requiring other assistance must make their request known 48 hours preceding the meeting by contacting the City Recorder at [bannick@ci.gladstone.or.us](mailto:bannick@ci.gladstone.or.us). Staff will do their best to respond in a timely manner and to accommodate requests.



**WORK  
SESSION  
#1**





# City of Gladstone Staff Report

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Report Date: November 21, 2023  
Meeting Date: November 28, 2023  
To: Gladstone City Council  
From: Jacque M. Betz, City Administrator

## AGENDA ITEM

Presentation on Tree City USA Program

### History/Background

Residents have inquired as to whether Gladstone can qualify for the Tree City USA program. Staff has scheduled Brittany Oxford, the Community Assistance Forester from the State of Oregon Department of Forestry to give a presentation on standards of the program.

### Recommendation

Staff will be looking for a consensus as to whether the City Council wants to add this to the work plan for 2024.

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Department Head  
Signature

Date

 11/22/23  
City Administrator  
Signature Date

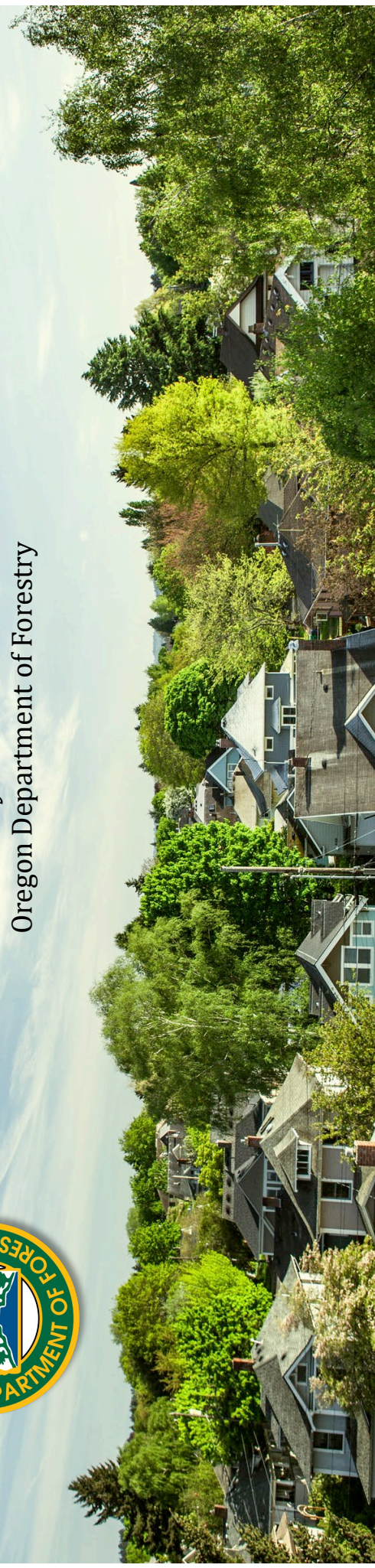


# Tree City USA:

## Growing Strong Communities



**Brittany Oxford (she/her)**  
*Community Assistance Forester*  
Oregon Department of Forestry





# Agenda

- Value
- Program
- Benefits
- Standards

1 - 3



TREE CITY USA

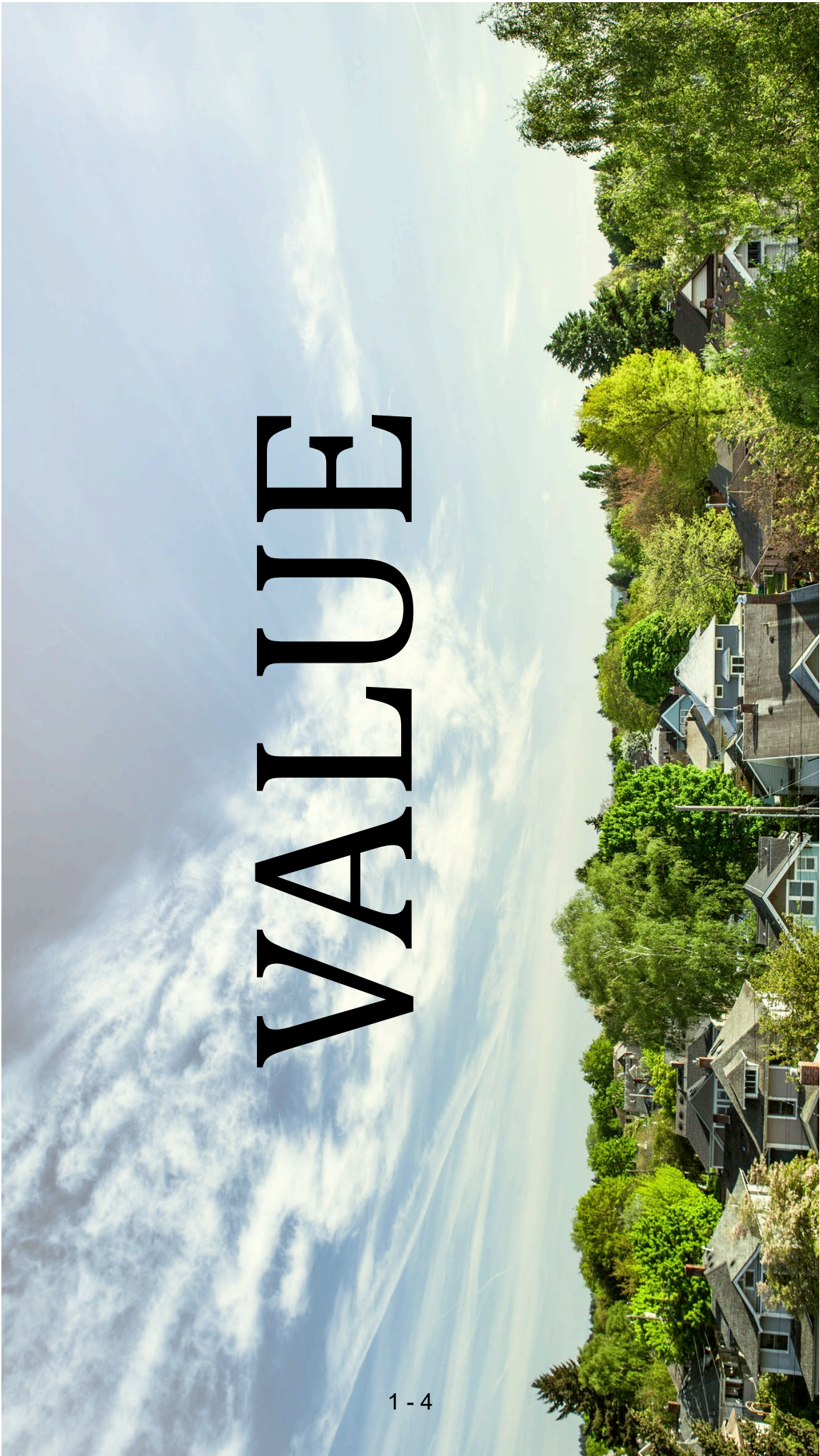


Arbor Day Foundation®





# VALUE



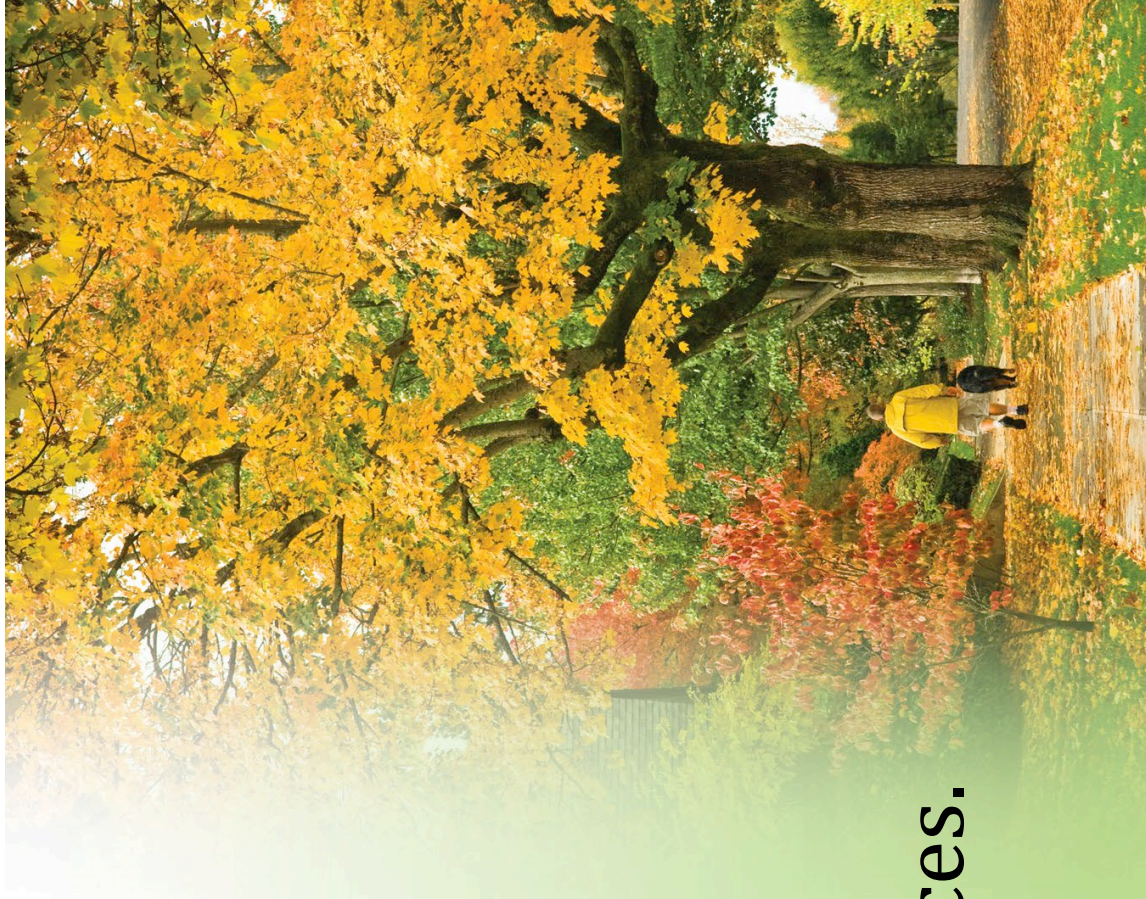


# VALUE

## Trees...

- Infrastructure
- Health
- Legacy
- Wise Investment

Worth Our Time.  
Worth Our Resources.



# VALUE

- Humans instinctively prefer natural settings
- Increases employee productivity
  - Reduces symptoms of ADHD
  - Decreases crime
  - Eases stress and anxiety
  - Encourages community engagement

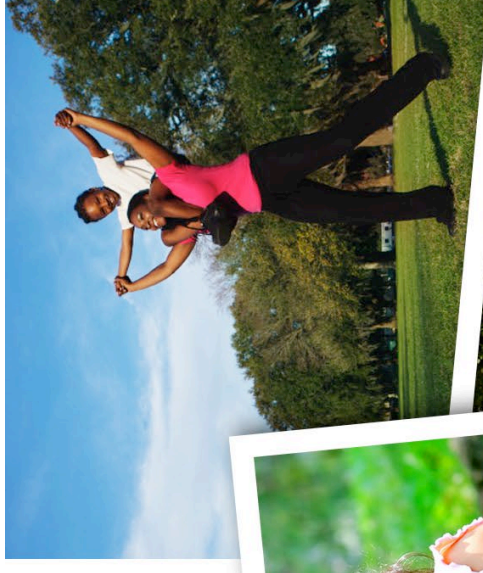
1 - 6



TREE CITY USA



Arbor Day Foundation





# VALUE

- Increased property value
- Treed streets = more frequent and longer shopping
- Shoppers spend more for goods and parking
- Your city is already spending money on trees

1 - 7



TREE CITY USA

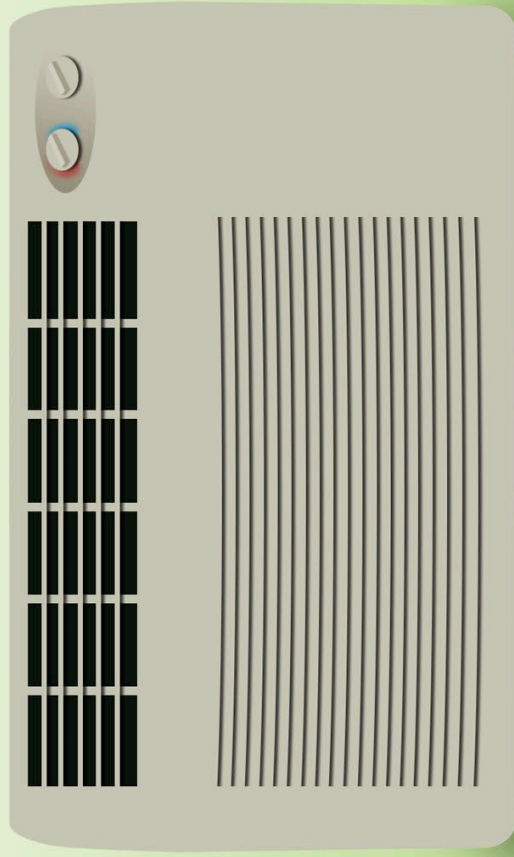


VALUE

100

=

1,000





VALUE

100

mature trees  
catch

200,000

gallons of  
rainwater/year



Arbor Day Foundation®



TREE CITY USA

# VALUE



## 100 Trees Over 40 Years:

Benefits = \$161,000

- Energy
- Air Quality
- Runoff
- Real Estate

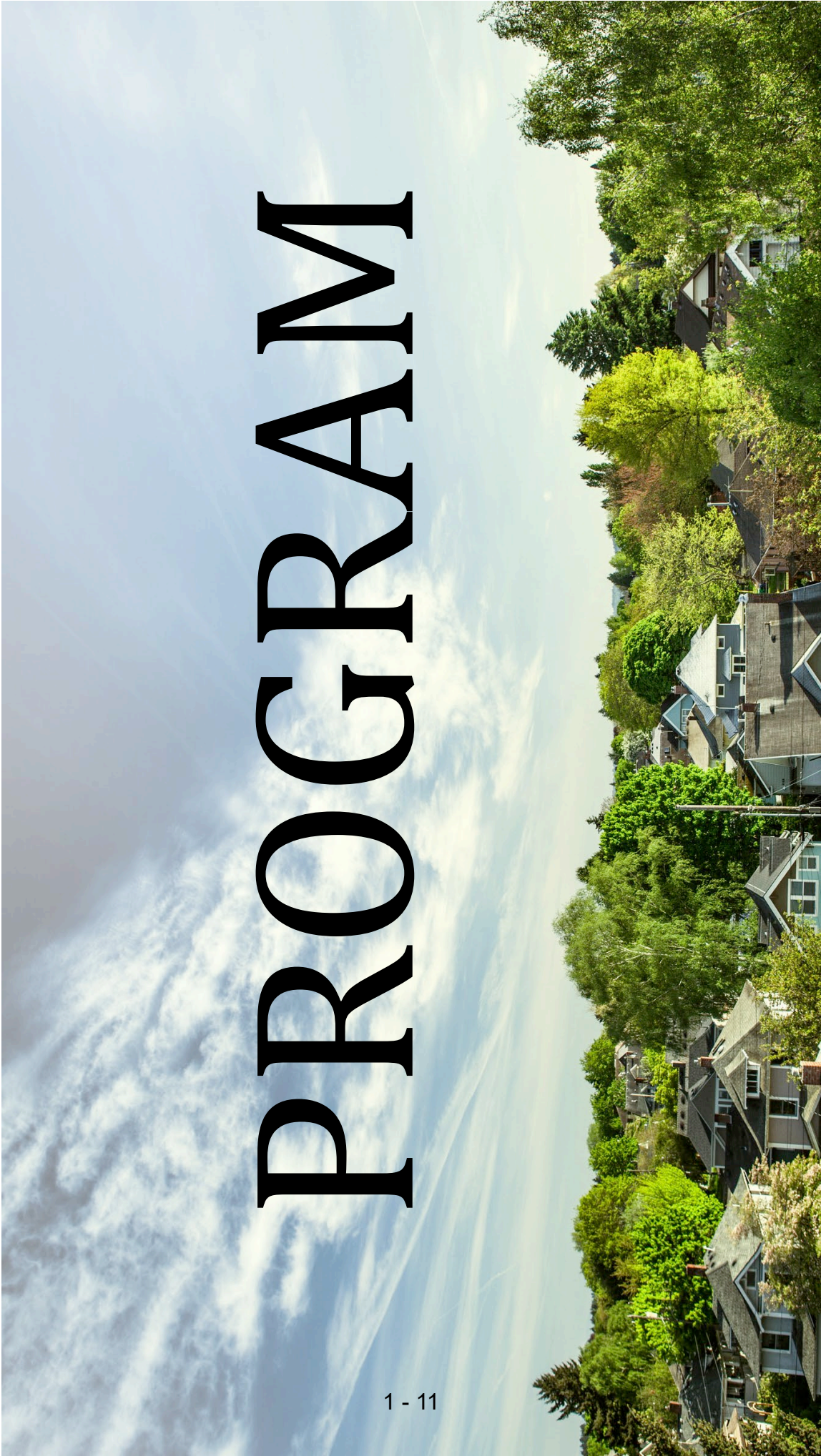
Costs = \$89,000

- Planting/Pruning
- Removal/Disposal
- Irrigation
- Sidewalk Repair
- Litter
- Legal/Administration

Pay Off: \$72,000



# PROGRAM





# PROGRAM

## Tree City USA Provides Community Forestry Program:

- Direction
- Technical assistance
- Public attention
- National recognition



TREE CITY USA®



Arbor Day Foundation®

# PROGRAM

**Longevity** – Launched in 1976

**Impact** – Over 135 million people  
live in/near a Tree City

**Network** – Support from over  
3,400 recognized communities

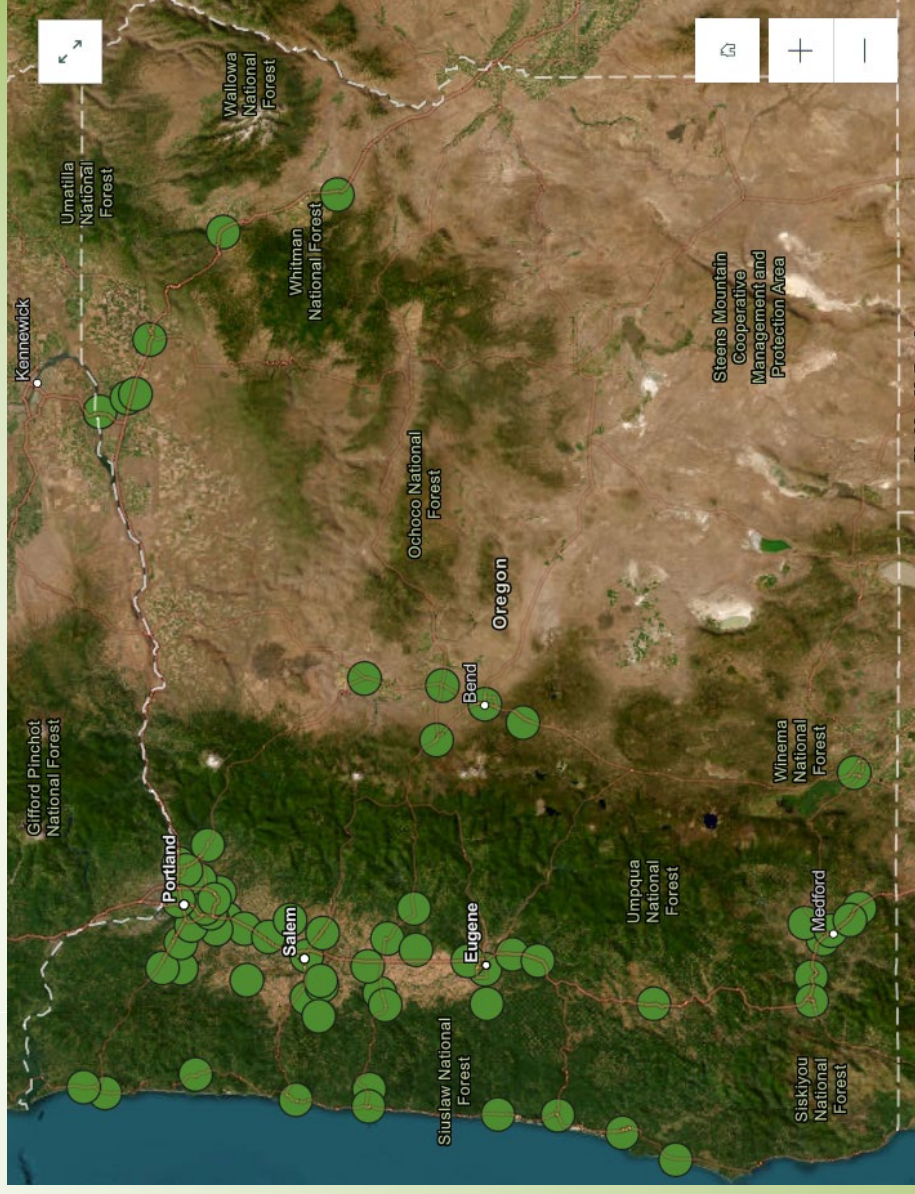




# PROGRAM: OR

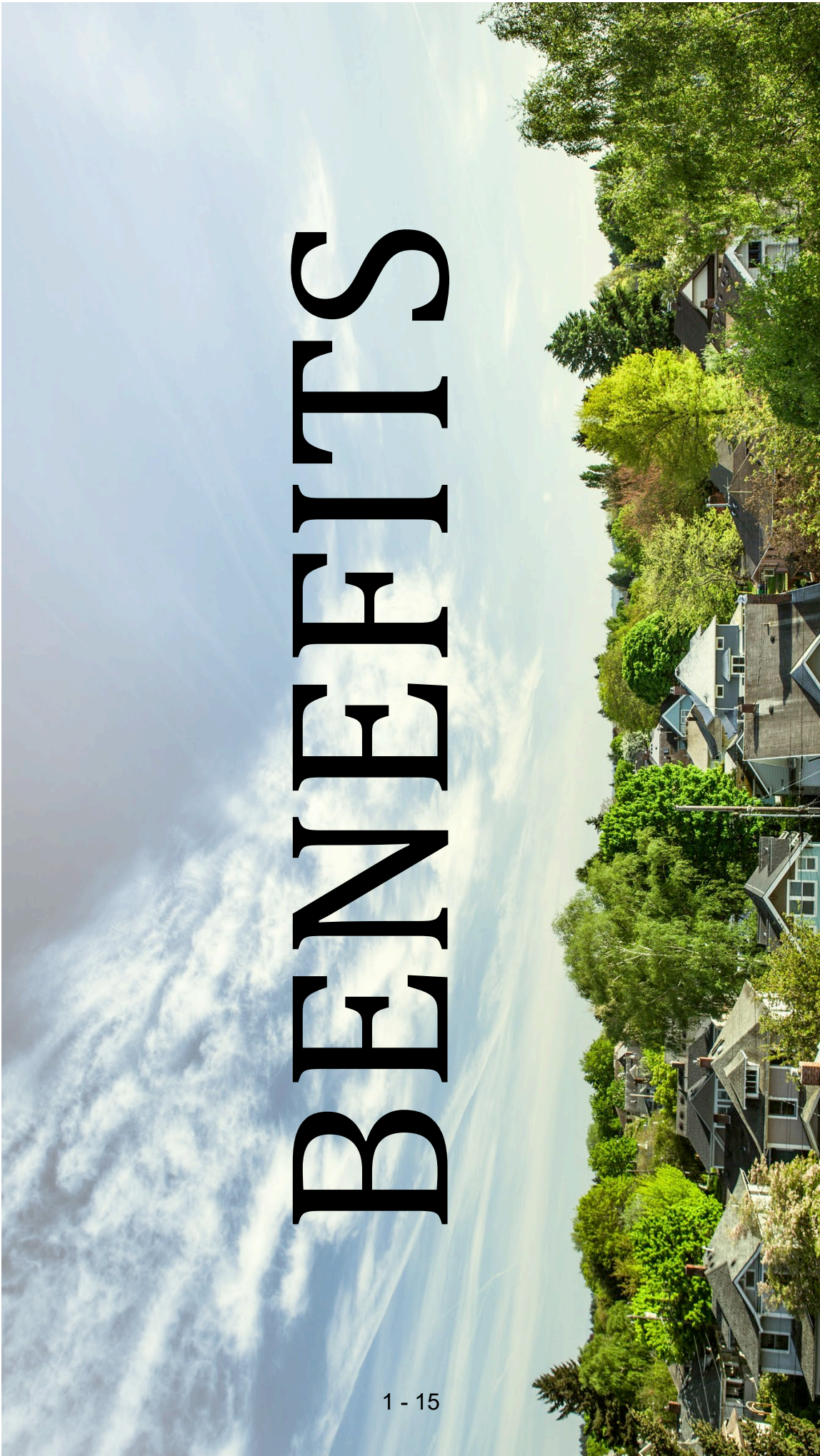
- 71 Tree City USAs 2022
- [Storymap](#)
- ODF State Reviewer
- Workplan Requirement

1 - 14





# BENEFITS



# BENEFITS

## Framework for Action

- Provides direction
- Systematic management of tree resources

1 - 16





# BENEFITS

## Education

- Assistance through the application process
- Online resources
- Technical advice

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TREE CITY USA



Arbor Day Foundation®





# BENEFITS

## Public Image

- Quality of life
- Influence
- Desirability

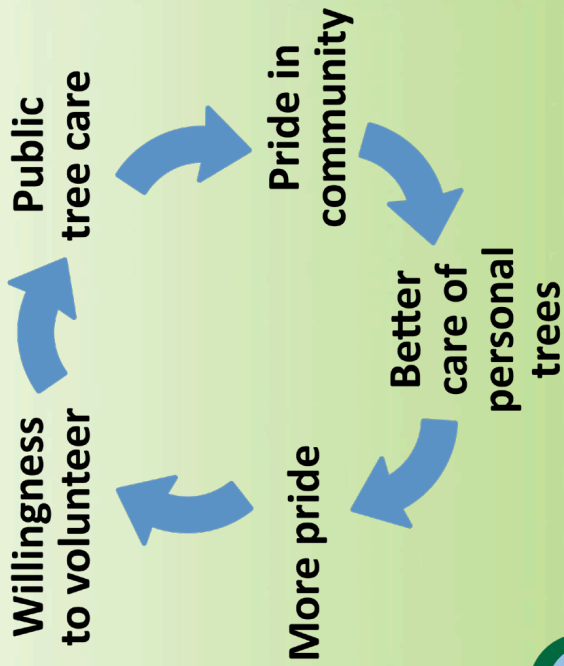
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# BENEFITS

## Citizen Pride





# BENEFITS

## Publicity

- Presentation of the Tree City USA award
- Arbor Day celebration
- Public education

1 - 20





# STANDARDS





# STANDARDS

1. Tree Board or Department
2. Tree Care Ordinance
3. Community Forestry Program  
With Annual Budget of at Least  
\$2 Per Capita
4. Arbor Day Observance  
and Proclamation

1 - 22



# STANDARDS

## 1. Tree Board or Department

- May be a professional forester/arborist, an entire forestry department or a tree board
- Group of volunteer citizens charged by ordinance with developing and administering a tree management program
- Legally responsible for the management of the community's trees





# STANDARDS

## 2. Tree Care Ordinance

- Establishes a tree board and gives it responsibilities
- Guidance for planting, maintaining and removing trees on public property
- Provides an opportunity to set good policy that is legally enforceable

1 - 24





# STANDARDS

## 3. Community Forestry Program With Annual Budget of at Least \$2 Per Capita

- Percentage of city workers' salaries spent on tree care
- Tree planting/watering/fertilizing
- Equipment rental/purchase/maintenance
- Arbor Day expenses
- Tree care conferences, workshops, memberships
- Value of volunteer labor

# STANDARDS

## 4. Arbor Day Observance and Proclamation

Opportunity to inform and engage  
the broader community through:

- Tree Planting
- Awards Ceremony
- Education



TREE CITY USA



Arbor Day Foundation®





# STANDARDS

## Steps to become a Tree City USA

- Meet the Four Standards
- Complete and upload application documents each year by December 15th - *No Fee!*
- Apply at [arborday.org/TreeCityUSA](http://arborday.org/TreeCityUSA)

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# Summary

- Value
- Program
- Benefits
- Standards

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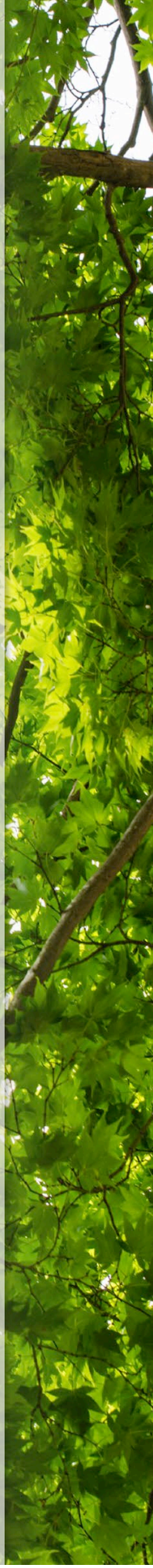
# Purpose through Process

## Trees...

Worth Our Time. Worth Our Resources.

“A town is saved, not more by the righteous men in it than by the woods...that surround it.”

*-Henry David Thoreau*





# Thank You

Learn more at  
[arborday.org/treecityusa](http://arborday.org/treecityusa)



TREE CITY USA®







# Tree City USA®

Creating greener communities nationwide



**TREE CITY USA®**  
An Arbor Day Foundation Program

**Cooler temperatures. Cleaner air. Healthier residents.**

The benefits trees bring to urban environments are endless — and by meeting the four Tree City USA standards, your community can experience them firsthand.



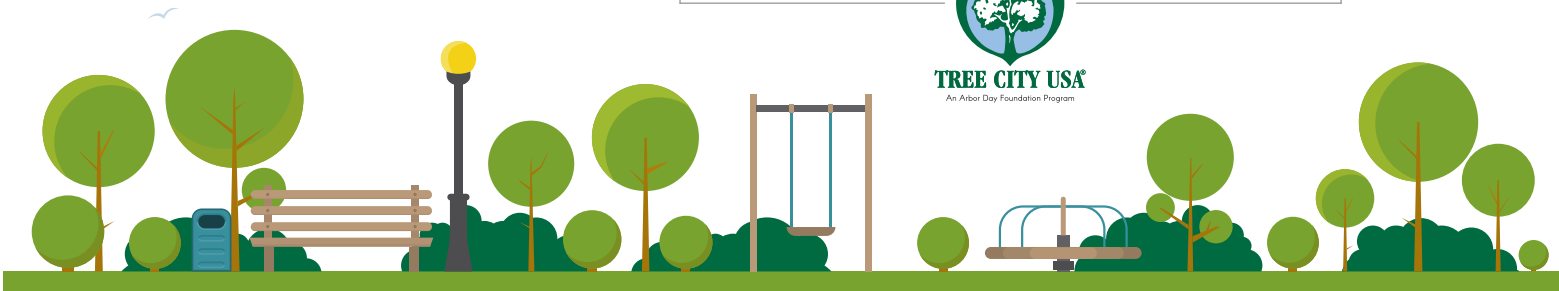
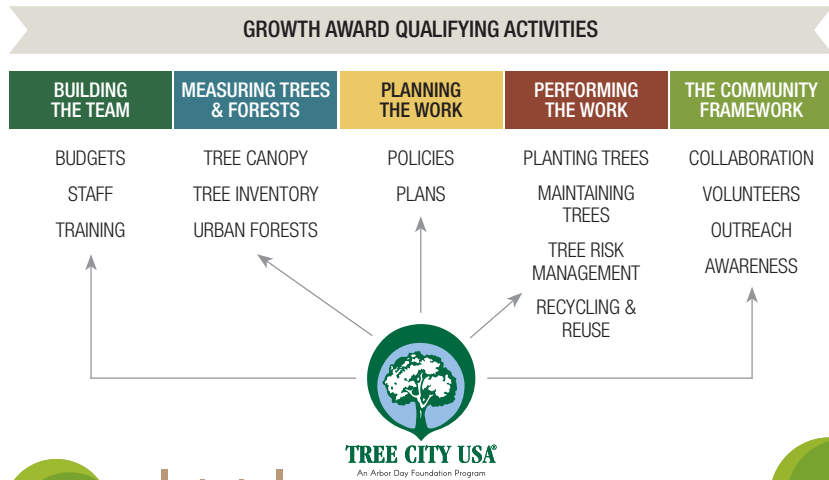
## PROGRAM SUMMARY

The Tree City USA program was founded in 1976 to celebrate towns and cities committed to growing their urban canopy. Led by the Arbor Day Foundation, with partners at USDA Forest Service and National Association of State Foresters, it provides the foundational framework necessary for communities to manage and expand their tree cover.

Program applications are completely free. Many cities renew their Tree City USA status every year, making them eligible for a Growth Award and other urban forestry opportunities.

## THE FOUNDATION OF URBAN FORESTRY PROGRAM DEVELOPMENT

The Tree City USA program has helped more than 3,600 communities across the country build out their urban forests. Recognition forms the base layer for five different areas of growth, including expansion of personnel, financial investment, defined policies and plans, and engagement with residents.



## STANDARDS FOR RECOGNITION

To receive recognition, a community must meet four core standards for its public trees:

### ✓ Standard 1: Form A Tree Board Or Department

Delegating responsibility for city- or town-owned trees is the first official step to becoming a Tree City. By forming a tree board or department, cities can create a more organized and effective urban forestry plan.

### ✓ Standard 2: Establish A Tree Care Ordinance

A public tree care ordinance assigns clear authority over public trees and provides clear guidance for planting, maintaining, and/or removing trees from streets, parks, and other public spaces.

### ✓ Standard 3: Maintain A Community Forestry Program With An Annual Budget Of At Least \$2 Per Capita

Your community most likely already spends at least \$2 per capita on the planting, care, and removal of trees. This is intended to demonstrate an ongoing investment into your public trees.

### ✓ Standard 4: Proclaim and Observe Arbor Day

Celebrating Arbor Day and passing an official holiday proclamation helps create pride for your city's entire urban forestry program.



## BENEFITS OF RECOGNITION

By becoming a Tree City, your community will:

- Receive flags, signs, and other materials to proudly display your award
- Educate residents about the value of trees and green space
- Gain national recognition for your commitment to environmental stewardship
- Create a cleaner, healthier, and more beautiful urban landscape



**TREE CITY USA®**  
An Arbor Day Foundation Program

## GETTING STARTED

Interested in joining, but not quite sure where to begin? It's as simple as following these five steps!

1. Make the case to friends and leaders in your community
2. Contact your state's urban and community forestry coordinator
3. Work together to fulfill the four Tree City USA standards
4. Celebrate Arbor Day
5. Submit your free application!

Learn and apply today at [arborday.org/treecityusa](http://arborday.org/treecityusa)





**WORK  
SESSION  
#2**





# City of Gladstone Staff Report

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Report Date: November 21, 2023  
Meeting Date: November 28, 2023  
To: Gladstone City Council  
From: Jacque M. Betz, City Administrator

## AGENDA ITEM

Discussion on City Council Goal 3 Communication and Engagement

### Outcomes

- Foster trust within Council and staff
- Build trust with the community
- Enhanced engagement with the community
- Increased involvement for all

### Strategies

3.13 Explore Youth Advisory Council

## History/Background

In April 2023, the Happy Valley Youth Council presented an overview of their program to the City Council.

In September 2023, Oregon City Mayor McGriff and Oregon City Commissioner Marl discussed their Youth Advisory Council that was implemented in 2023.

Staff is waiting to confirm whether the West Linn Youth Council will present to the City Council at the January 23<sup>rd</sup> worksession or the February 27, 2024 worksession.

Included in the packet is information on the City of Cottage Grove's Youth Council and the City of Tualatin's Youth Council.

## Proposal

List of Questions for Council to Consider:

1. Does the City Council want to move forward with creating a youth council?
2. If yes, can the City create a timeline to implement by September 2024 to coincide with the new school year? It makes sense to start in September and go through June for the pilot year.
  - a. Adopt ordinance in March 2024
  - b. Applications accepted at the end of April, appoint by May, first meeting in September.
3. Should we begin with a membership of seven?
4. Which elected officials want to be involved (including attend meetings)?

**Things to consider -beware of common pitfalls:** (Information is from the National Democratic Institute's Global Youth Council Guide [Promoting Youth Voices in Local Decision-Making, Global Youth Council Guide.pdf \(ndi.org\)](#))


- a. Underestimating the level of commitment and effort required to successfully operationalize a youth council.
  - i. If youth or decision-makers working to establish youth councils are not realistic in their expectations of the level of effort required and potential barriers to success, they may become too easily disincenitized by setbacks.
- b. Low funds and resources
  - i. Without a base level of funds, time or personnel, youth and decision-makers will not have the resources to operationalize a strong youth council. This pitfall can be offset by pursuing partnerships with organizations that can subsidize costs such as transportation, meeting space, supplies, meals, t-shirts.
- c. Lack of political support
  - i. Without buy-in from relevant political stakeholders, neither supportive policymakers and decision-makers nor youth themselves will be able to formalize and sustain your council efforts and cannot meaningfully contribute to any policy or program development processes. Lack of political support may also negatively impact funds and resources allocated to the youth council initiative.
- d. The youth council mechanism is not properly understood by the public.
  - i. If constituents within the community that the youth council is meant to serve and/or supporting youth organizations do not understand its goals or fail to see its value, they may view resources spent on the initiative as wasteful or may resist youth council constituency engagement efforts.
- e. The youth council inadvertently reinforces existing exclusive structures and norms.
  - i. Youth councils that do not proactively seek diverse membership and provide training accommodation to support the equitable participation of all young people may unintentionally reinforce existing obstacles and patriarchal norms that prevent women and youth from traditionally marginalized backgrounds from engaging in political processes.

Recommendation

Staff recommends that the City Council provide a consensus on whether to move forward on creating a timeline to implement a Youth Council, or to wait and schedule more presentations.

\_\_\_\_\_  
Department Head  
Signature

Date

  
\_\_\_\_\_  
City Administrator  
Signature Date





# Want to be part of the YAC?

Middle School or High School age youth can apply now for the Cottage Grove Youth Advisory Council

### What is the YAC?

The YAC was created in 2004 by the City of Cottage Grove to provide an opportunity for the youth of the community to participate and voice their concerns regarding local issues and challenges.

### What does the YAC do?

The YAC meets regularly to discuss community issues and develop ideas for projects or activities. YAC members have testified before a State Legislative Committee, made presentations to the City Council, been on the radio, run a backhoe and identified organisms at the sewer plant.

### How much time does the YAC take?

YAC activities take as much time as you want to put in. Other than the regular meetings, YAC activities don't require a lot of time.

### When does the YAC meet?

Currently, the YAC meets on the 1st and 3rd Monday every month from 7:00 pm to 8:00 pm.

Applications are available at:

[www.cottagegroveor.gov/YAC](http://www.cottagegroveor.gov/YAC)

**YAC Applications can be turned in at City Hall or at the October 17th or November 7th YAC Meeting (7:00pm at City Hall)**

For more information contact:

Richard Meyers, City Manager, @ City Hall

Phone: 942-5501 or email: [citymanager@cottagegrove.org](mailto:citymanager@cottagegrove.org)

For application forms and meeting information scan the QR below.



City of Cottage Grove  
Youth Advisory Council  
Adopted - April 18, 2005  
Amended – March 16, 2018

**Article 1: Name**

- A. The name of the organization is the City of Cottage Grove Youth Advisory Council hereinafter referred to as the YAC.

**Article 2: Mission and Goals:**

- A. The mission of the YAC is to serve the common good of the community and provide a voice for youth in decisions and policies of the City of Cottage Grove by:
  - Organizing constructive community projects;
  - Strengthening relationships among youth, and between youth and adults;
  - Providing positive activities involving youth.
- B. The Purposes which guide the direction of the YAC are:
  - Issues brought to the YAC by individuals, groups and organizations.
  - Issues brought by the members of the YAC.

**Article 3: Recognition and Authority**

- A. The YAC is enacted on a year-to-year basis as a City Committee by the City Manager.

**Article 4: Membership**

- A. Composition:
  - 1. The YAC shall have no more than 17 voting members selected by the manager from applicants that live within the South Lane School District.
  - 2. Applicants can be any 7<sup>th</sup> to 12<sup>th</sup> grade age youth. Applicants do not have to attend a South Lane School District school.
  - 3. YAC members will be selected to represent the cultural and geographic diversity of the City of Cottage Grove citizens.
  - 4. Members of the YAC shall serve one year terms.
- B. Participation Standards
  - 1. YAC members are expected to attend as many meetings as possible.
  - 2. Any member of the YAC missing two consecutive YAC meetings unexcused or three non-consecutive YAC meetings unexcused may be removed by vote of the Council and their position will become vacant. Once the position is vacant the City Manager may select a new member to fill the vacancy.
  - 3. Pre-arranged absences are not counted as unexcused, however the member must contact the City Manager prior to the meeting.



## **Article 5: Officers**

- A. Co-Chairs
  1. The YAC shall elect two Co-Chairs for a one-year term in a democratic majority process overseen by the City Manager or designee during the first month after selection of the YAC each year.
  2. The Co-Chairs shall be the conveners of all YAC meetings and events.
  3. Shall share the duty to monitor YAC members' attendance with the Secretary.
- B. Vice-Chair
  1. The YAC shall elect a Vice-Chair for a one-year term in a democratic majority process overseen by the City Manager or designee during the first month after selection of the YAC each year.
  2. The Vice-Chair shall assist the Co-Chairs and fulfill the responsibilities of the Co-Chairs if necessary.
- C. Secretary
  1. The YAC shall elect a Secretary for a one-year term in a democratic majority process overseen by the City Manager or designee during the first month after selection of the YAC each year.
  2. The Secretary shall keep the meeting minutes and record attendance.
- D. Treasurer
  1. The YAC shall elect a Treasurer for a one-year term in a democratic majority process overseen by the City Manager or designee during the first month after selection of the YAC each year.
  2. The Treasurer shall keep records of funds raised and spent on YAC projects and activities.
  3. Treasurer shall fulfill the responsibilities of the Secretary in the Secretary's absence.
- E. Youth Representative to the City Council
  1. The Youth Representative to the City Council will rotate among members of the YAC and will be selected at YAC meetings prior to the scheduled City Council meetings.
  2. The Youth Representative to the City Council or to other City Committees shall attend and serve as a liaison between the YAC and the City Council or City Committee.
  3. Youth Representatives shall report to the YAC the business conducted at the City Council or City Committee at the following YAC meeting.

## **Article 6: Committees**

- A. The YAC may establish committees or "task forces" as needed to organize events, activities, programs or to distribute information.
- B. The YAC may select members to serve on committees.
- C. Committee Chairs shall be appointed by the YAC Co-Chairs and ratified by a majority of the YAC.
- D. Committees may meet outside regular YAC meetings.
- E. Committee Chairs or other committee representatives shall provide regular reports

on committee functions to the YAC.

**Article 7: Meetings**

- A. Frequency:
  - 1. The YAC shall meet in full session monthly on the first and third Monday of each month.
  - 2. Scheduled meeting dates may be cancelled at a prior meeting by a majority of the YAC.
  - 3. Additional special meetings may be called by the Co-Chairs throughout the year.
- B. YAC meetings shall generally follow basic parliamentary procedures when appropriate. All meeting conduct shall be based on principles of respect and consideration of each member of the YAC.
- C. Decisions of the YAC shall be made by a majority vote process.
- D. A majority of the YAC will be 50% of the members present plus one.
- E. A quorum of the YAC will be 50% of the members.
- F. The YAC may make provision for community comment at regular or special meetings and may at its discretion limit the time of discussion and refer to the appropriate committee for responses.
- G. Minutes of the YAC meetings may be kept for each meeting. The minutes shall note the members present, topics discussed, votes taken and the voting position of each member.

**Article 8: Approval and Amendments**

- A. These bylaws shall take affect immediately after adoption by a majority vote of the entire membership of the YAC.
- B. These bylaws may be amended by majority vote of the entire YAC membership. Vote may occur at any regular meeting.



Search

## Tualatin Youth Advisory Council



The Tualatin Youth Advisory Council is looking for new members who are in 8th-12th grade for the 2022-2023 school year. If you are interested in becoming more involved with your community, apply today!

The purpose of the Tualatin Youth Advisory Council is to:

- Advise the Tualatin City Council on issues that affect youth in the community.
- Serve as a communication link for youth to government, business, and entire community on a variety of subjects.
- Identify and advocate for the needs of youth in our community.
- Identify and carry out events and activities for the community which are important to youth.

YAC meets from 6-7pm on the 1st, 3rd, and (sometimes) 5th Thursdays of each month.

The YAC hosts activities for youth in the Tualatin community. YAC members also volunteer at many of the City's events including the West Coast Giant Pumpkin Regatta, The Blender Dash, and Concerts in the Parks. YAC members will help in planning and running these events, and contribute ideas for improvements to existing programs.

The YAC also makes presentations to the Tualatin City Council to keep the city officials informed about issues that are important to youth. New members will have the unique opportunity of presenting their ideas to the City Council.

Be aware! Serving as a YAC member is not always easy. It requires a significant time commitment. YAC members are required to attend meetings on the first and third Thursdays of each month from 6:00 - 7:00pm. The meetings are held at the Van Raden Center in Community Park, 8509 SW Tualatin Rd., or virtually on Zoom. YAC members also contribute additional time in preparing for and running events.

Search

## About the YAC

### Mission Statement

The Tualatin Youth Advisory Council works to improve the lives of youth by building relationships, advocating for diverse needs, and providing a link from youth to government.

### BLM Solidarity Statement

We, the Tualatin Youth Advisory Council (YAC), humbly acknowledge our silence during these times. We wanted to take the necessary time in an effort to be thoughtful and intentional in addressing the Black Lives Matter movement and the impact it has on our community, as injustices in our country and world have become especially prevalent. The YAC stands in solidarity with the Black Lives Matter movement and condemns all acts of racial injustice. We believe that systemic racism exists in our city and understand that it specifically impacts people of color. We recognize that we do not understand each affected individual's personal experiences but we will work to encourage conversation and growth as a community through listening and amplifying the voices of those who have gone unheard through upcoming projects. We commit to creating an environment in which individuals can feel safe, heard, and welcome.

### COVID-19 Update

Due to the ongoing COVID-19 pandemic, the YAC will meet virtually on the 1st, 3rd, and (sometimes) 5th Thursdays of each month. In-person activities will resume when appropriate, and will require adherence to all Oregon Health Authority guidance and protocols.



## Parks and Recreation

[Parks and Trails Bond](#)

[Recreation and Special Events](#)

[Parks and Facilities](#)

[Parks Planning Projects](#)

[Arts and Culture](#)

[Resources](#)

[Bee City USA® City of Tualatin](#)

[Parks and Recreation Sponsorship Opportunities](#)

[Parks Maintenance](#)

[Street Tree Program](#)

[Explore Tualatin!](#)

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**WORK  
SESSION  
#3**





# City of Gladstone Staff Report

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Report Date: November 21, 2023  
Meeting Date: November 28, 2023  
To: Gladstone City Council  
From: Jacque M. Betz, City Administrator

## AGENDA ITEM

Discussion on City Council Goal 3 Communication and Engagement

### Outcomes

- Foster trust within Council and staff
- Build trust with the community
- Enhanced engagement with the community
- Increased involvement for all

### Strategies

3.1 Diversity, Equity, Inclusion training for elected officials and employees.

### History/Background

In April 2023, employees participated in mandatory training focused on harassment, discrimination, bias, and ethics. Additionally, Diversity Equity Inclusion training, specific to law enforcement has been completed. The City of Gladstone is also a stakeholder in the Clackamas County Research Justice Study and has met once in 2023.

Management will have a retreat in December to discuss strategies for employees in 2024, which will include working with the community on determining what cultural events and celebrations we should be focused on and how we can best support them.

In 2023, City Administrator Betz researched the following training opportunities for the City Council:

- Parfait Bassalé Consulting
- Clackamas Community College
- Explored using the city of Milwaukie's DEI Officer (he is no longer with the City)

At the July 25, 2023 City Council work session, the City Council held a discussion regarding training options, types, subject matter, implementation, and costs. It was agreed that the Council would engage in self-guided resources.

As a follow-up to the work session City Administrator Betz and City Attorney Jacobs provided the City Council a list of self-guided resources.

This is a list of DEI related books that can provide a beginning foundation for their individual work in this area:

- "The Sum of Us: What Racism Costs Everyone and How We Can Prosper Together" by Heather McGhee
- "The Color of Law" by Richard Rothstein
- "How to be an Antiracist" by Ibram X. Kendi

- “The New Jim Crow” by Michelle Alexander
- “White Fragility” by Robin DiAngelo
- “Caste” by Isabel Wilkerson
- “So You Want to Talk About Race” by Ijeoma Oluo
- “In the Shadow of Statutes” by Mitch Landrieu
- “Between the World and Me” by Ta-Nehisi Coates

There are multiple other books in this area (and these mostly deal with race related DEI issues).

The League of Oregon Cities has a video library of resources on DEI found here. <https://www.orcities.org/training-events/training/dei-library>. These are free.

There are videos on the following:

- How Small Communities Are Approaching Equity and Inclusion
- City Accommodations Training: Understanding Disability and our Responsibilities as City Officials
- How to Engage Diverse Leaders in Communities
- Race in Oregon History: An Historical Perspective
- Better Talk About Race
- Race, Equity and Leadership

The National League of Cities also has resources located here <https://www.nlc.org/program/race-equity-and-leadership-real/>

In October, City Administrator Betz had a consultation with the Center for Equity & Inclusion (CEI) in Portland to discuss resources for elected officials on diversity, equity, and inclusion. [Home - Center for Equity and Inclusion \(ceipdx.com\)](http://ceipdx.com)

One option suggested, is to participate in a 2 ½ day workshop called “Reframing Racism” that builds a foundation for understanding diversity, equity, and inclusion. They offer it a few times a year and it is in person. It can be taken with elected officials, as an individual, and it also includes other leaders in a classroom setting.

Information on this workshop is located here [Reframing Racism: Language and Tools for Advancing Equity - Center for Equity and Inclusion \(ceipdx.com\)](http://ceipdx.com).

### Recommendation

The Council acknowledges that they are all on a different journey in regards to diversity, equity, and inclusion. Staff recommends the City Council continue the conversation on what their individual and collective goals are for the coming year.

\_\_\_\_\_  
Department Head  
Signature

Date

 11/22/23  
\_\_\_\_\_  
City Administrator  
Signature

Date